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BOARD OF
JULY 18-21
AGENDA ITEM 10

Background on the Involvement of the American Nurses' Foundation
in the Receipt of Monies for Scholarships

The American Nurses' Foundation Board of Trustees has examined ANF's role in the provision of scholarships for nursing education several times in the recent past. The purpose of this background paper is to provide a chronology of the board's deliberations and of environmental factors leading to ANF's recent actions. This will also serve as background for a reexamination of the foundation's role which has been requested by the ANF members.

The "Certificate of Incorporation of American Nurses' Foundation" provides that the foundation is a charitable, scientific, literary, and educational organization and that one of its objectives is "to increase the public knowledge and understanding of professional and practical nursing and of the sciences and arts upon which the health of the American people depends." It further provides that the foundation may do so "through the provision of scholarships and fellowships."

In the foundation's recent history, it has been the decision of the Board of Trustees to maintain ANF's focus on its research activities and not become actively involved in the solicitation of funds for the award of scholarships. The board did decide in the late 1970s to receive and administer funds for the ANA Council on Continuing Education scholarship; however, ANF has not been involved in the solicitation of these funds nor has it been involved in the selection process for the award.

In 1981, Dr. Myrtle Aydelotte, acting as the ANF executive director, contacted Dr. Laura Simms, president of Nurses' Educational Funds, Inc., to explore the possibility of a cooperative relationship between NEF and ANF. In correspondence dated December 11, 1981, Dr. Simms indicates that the NEF board determined that "the administration and immediate purposes of the two corporations should remain distinct and mutually exclusive" but that "a complementary relationship in fund raising might bear further exploration." This correspondence was reviewed by the ANF Board of Trustees at their meeting on February 5, 1982. It was determined that the climate was not conducive to a merger at that time.

During the meeting of the ANA Board of Directors on June 22, 1982, Dr. Simms presented a report to the board stressing the establishment of a stronger relationship between NEF and ANA. In her remarks, Dr. Simms stated NEF's belief "that it would be in the interest of the profession at large to have ANA endorse NEF as the official professional agency for funding and administering nursing scholarships from the private sector." She also suggested exploration of use of The American Nurse to announce NEF scholarship recipients, use of ANA's mailing lists, correspondence from ANA to SNAs and DNAs about NEF, and referral of all potential scholarship donors to NEF. By consensus, the ANA Board of Directors determined that exploration of NEF's requests be referred to the new Board of Directors (elected at the ANA Biennial Convention in June 1982).

In a letter dated January 13, 1983, to Ms. Eunice Cole, Dr. Simms expressed the interest of the NEF Board of Directors "in continuing to explore a cooperative relationship between ANA and NEF."

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In the meantime, the ANA Cabinet on Human Rights had developed a funding proposal titled, "BSN Scholarship Program for Registered Nurses," in an attempt to respond to a resolution adopted by the 1980 ANA House of Delegates on Minority Representation in Nursing Education. The resolution had among its resolves "That the American Nurses' Association support the development of mechanisms for financial assistance for minority students in basic and graduate nursing education programs."

During its meeting on February 11, 1983, the ANF Board of Trustees reviewed the Cabinet on Human Rights' proposal since the cabinet had submitted it to ANF requesting that ANF solicit and receive funds for the proposal. The board raised a number of concerns regarding the proposal as submitted, and ultimately took action to refer the proposal to the Center for Research Coordinating Committee for review and recommendation.

During the March 25, 1983, meeting of the ANF members, Ms. Cole shared the recent correspondence from NEF to ANA which requested that ANA endorse NEF. Concern was expressed about how such action might impact upon the foundation. It was determined by the members that the ANF Board of Trustees be asked to consider the following questions and report back to the members:

1. Is awarding scholarships to students an appropriate function of ANF?
2. If not, is there an advantage to using NEF mechanisms to award scholarship funds donated to ANF?
3. If yes, would ANF give scholarships to various levels of nursing students?

In her letter to Dr. Simms of May 21, 1983, Ms. Cole indicated the members had taken action to refer the issue to the ANF trustees and expressed the ANA board's concern that any questions be discussed and clarified by NEF and ANF "before further steps are taken to strengthen the relationship between NEF and ANA."

During the meeting of the Board of Trustees on June 17, 1983, the issues referred by the ANF members were discussed. After having discussed the history of the issue and ANF's own priorities, the board directed the ANF president to respond to the members indicating:

1. Although ANF acknowledges the importance of supporting nursing scholarships, the foundation cannot currently initiate its own program or support that of NEF.
2. As the foundation becomes aware of possible funding sources for nursing scholarships, it will refer such potential funding sources to NEF.

This was conveyed by Dr. Ada Jacox, ANF president, in her letter dated July 27, 1983, to Ms. Cole. It was further conveyed in Dr. Jacox's report to the ANA Board of Directors dated September 1, 1983, in which she wrote "given the foundation's current priorities, it would be unrealistic for ANF to divert funds or resources from its highest priorities to initiate its own scholarship program or to actively support NEF's program through fund raising at this time."

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On September 9, 1983, the Center for Research Coordinating Committee reviewed a prospectus, "to establish an ANA-sponsored BSN Completion Scholarship for ethnic/minority students." It was the decision of the CCC not to prioritize the proposal for implementation by the Center for Research for the following reasons:

1. ANA did not have a mechanism in place to administer the proposed scholarship program.
2. Administrative costs for managing the program could easily exceed the funds available.
3. Staff of the Cabinet on Human Rights had already solicited 432 foundations for the proposal, "BSN Scholarship Program for Registered Nurses," and had only raised \$2,500 from two organizations. This raised concern about the feasibility of building a scholarship endowment as proposed by the cabinet.

During its meeting of September 15, 1983, the Cabinet on Human Rights discussed the establishment of the BSN scholarship and took action to recommend "that the placement of the administration of the BSN scholarship fund should be with the foundation of the National Student Nurses' Association Scholarship Program." They also agreed that monies to support scholarships should be sought from SNAs, SNA members, ANA, and other sources.

During its November 16, 1983, meeting, the ANA Committee on Finance received a report from Ms. Virginia Paulson, ANA Deputy Executive Director, on "Consideration Regarding Nurses' Educational Funds, Inc. and the ANA Cabinet on Human Rights Proposal on BSN Scholarship." The report included various staff recommendations regarding ANA's relationship with FNSNA and NEF in addition to the recommendations related to the BSN Scholarship Program. The Committee on Finance reviewed the report and took the following recommendations to the ANA Board of Directors:

That ANA commit the sum of \$50,000 for the establishment of the ANA Baccalaureate Completion Scholarship Fund for ethnic minority nurses, to be administered under the auspices of the Ethnic/Racial Minority Project as long as that project exists within ANA, and that this \$50,000 be paid in \$10,000 amounts each year for five years.

That interest from the Clara Lockwood Fund be used to award graduate education scholarships for ethnic minority nurses under the administration of the Ethnic/Racial Minority Project.

These recommendations were received by the ANA Board of Directors during their December 12, 1983, meeting and were approved with minor changes regarding the manner in which the \$50,000 would be paid.

In her letter to Dr. Simms dated April 18, 1984, Ms. Cole reported on the deliberations of the ANF Board of Trustees. She further conveyed the ANA board's suggestion that "although ANA does not endorse or contribute to the many private scholarship funding organizations, perhaps the staff of ANA, ANF and NEF could suggest ways in which these organizations could be mutually supportive."

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In the summer 1984 issue of the NEF Newsletter a story appeared indicating that NEF and FNSNA had formed an alliance. In the article the NEF executive director is quoted as saying that "each organization will retain its separate identity" but that they would "cooperate on joint fund raising projects and in some administrative areas." On October 1, 1984, Dr. Hattie Bessent met with the Cabinet on Human Rights and indicated that additional contributions were needed to continue funding the Baccalaureate Completion Scholarship. In a memorandum to Karen Tucker, staff of the cabinet, dated November 1, 1984, Dr. Judith Ryan indicated that plans to seek external support for the program should be submitted to the Center for Research Coordinating Committee, so that relative priority of this activity might be considered.

In November 1984, ANF was contacted by Mr. John Murphy of the Allstate Foundation regarding ANF's willingness to receive and administer \$22,174.63 from the American Indian/Alaska Native Nurses' Association to continue funding of their scholarships. AIANNA was dissolving and could no longer administer the program. Since ANF did not have a scholarship program in place, Dr. Ryan contacted Dr. Bessent regarding the possibility of the Ethnic/Racial Minority Project administering the scholarship program.

During a conference call on December 3, 1984, the ANF Board of Trustees took the following action:

That the American Nurses' Foundation accept funds from the Allstate Foundation for the support of basic nursing education costs for American Indian students. This program will be implemented by the ANA Ethnic/Racial Minority Project and the funds for the project will be administered by the American Nurses' Foundation.

Subsequently, during the meeting of the ANF members on March 8, 1985, the issue of ANF's involvement in scholarship programs was raised again. Questions were raised regarding the inconsistency of ANF's action in receiving the funds from Allstate with its previously stated position. The ANF members directed the ANF Board of Trustees to reexamine ANF's mission and role in the administration of scholarship funds and to report back to the members.

On April 12, 1985, the Executive Committee of the Ethnic/Racial Minority Project invited President Cole and Dr. Ryan to meet with them. In considering the merits of the Baccalaureate Fellowship Program at the American Nurses' Association, the group agreed that there was sufficient rationale to maintain a focus on baccalaureate education for minority nurses, and further that the location and management of the program was compatible with the ongoing activities of the Minority Fellowship Programs. The program was assessed to be an ideal adjunct to the Minority Fellowship Programs. Management of the Baccalaureate Fellowship Program was decided to be parallel to the doctoral fellowship programs; namely, students would be recruited via a national competition and selected by members of the advisory committee in accordance with criteria appropriate to baccalaureate education.

Once a student received an award, he/she would be incorporated into our programmatic regime, which includes site visits to campuses by advisory committee members and personal and academic support where indicated. Additionally, MFP would work with the academic institution to help them understand the goals and purposes of the ANA fellowships, i.e. MFP would

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articulate ANA's concerns for modifications in curriculum and personnel in support of culturally diverse objectives.

Finally, through MFP's management of baccalaureate fellowships and site visits, ANA would publicize better the programs through personal contacts. A secondary benefit of these efforts is that baccalaureate and undergraduate fellows would become potential candidates for doctoral fellowships.

Subsequently on May 3, 1985, the MFP executive committee met and concurred with the previous assessment rendered during the April 12 meeting.

In June 1985, the American Nurses' Foundation received several letters from State Leagues for Nursing indicating that Mr. John Murphy had contacted them regarding ANF and NSNA being designated as administrators of scholarship funds previously awarded to the state leagues. On June 26, 1985, Dr. Ryan and Dr. Bessent met with Mr. Murphy in Chicago regarding this matter. Mr. Murphy indicated that Allstate wanted to contribute \$50,000 to ANF: \$25,000 of which would support a scholarship program for American Indian nursing students and \$25,000 of which would support other nursing students. Mr. Murphy further indicated that Allstate wanted their funds to be available to nursing students enrolling in diploma, A.D., and BSN programs. The scholarship program itself was to be administered by MFP, with ANF the recipient of the funds and accountable for their fiscal administration.

On July 3, 1985, a memorandum from Dr. Ryan to members of the ANF Board of Trustees was mailed, which called for a referendum vote on ANF's willingness to receive these funds. As of July 15, 1985, a simple majority of the board (five members) had responded affirmatively to the referendum.

In summary, the history attests that:

- It is now determined that the Minority Fellowship Program Advisory Committee can serve as the review and selection committee for the Baccalaureate Fellowship Program, Indian student program, and Allstate Fellowship Program and that the programs can be administered by the MFP staff and therefore provide the programmatic support for students and institutions that would assist baccalaureate fellows to become potential doctoral fellows.
- It is determined the federal government—Department of HHS, Mental Health Administration, views the Baccalaureate Fellowship Program as an integral part of the MFP and is supportive of the ANA board's decision to place the administration of this program there.
- It is also determined that the costs for the administration and fiscal management of the baccalaureate program need to be determined and provided for within dollar grants received for the program.
- It is clear that the ANF board must reexamine its previous position on ANF's receipt and administration of scholarship funds in the light of recent circumstances and that a report to the ANF members is needed in the near future.

BT:jap:2

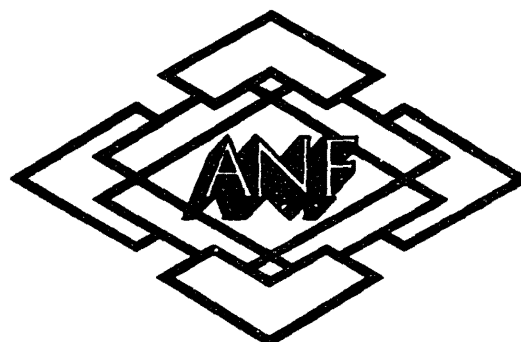
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American Nurses' Foundation, Inc.

2420 Pershing Road, Kansas City, Missouri 64108-2575

(816) 474-5720

March 14, 1983

Juanita K. Hunter, M.S., R.N.
Chairperson, Cabinet on Human Rights
127 Shirley Avenue
Buffalo, New York 14215

Dear Ms. Hunter:

The Board of Directors of the American Nurses' Foundation met on February 11, 1983, at which time the ANA Cabinet on Human Rights' request that foundation staff solicit funding for the BSN Scholarship Program for Registered Nurses was considered. As you are probably aware, the transition into the Center for Research has been implemented and requests concerning commitment of staff time for solicitation purposes will now be reviewed by the Center Coordinating Committee. Therefore, it was the board's decision that your request for solicitation assistance be referred to the Center for Research Coordinating Committee, which is scheduled to meet April 21, 1983.

To ensure that the proposal going to the coordinating committee has a good possibility of a favorable determination, I would like to share the major points of the board's discussion with you. The first year budget of \$143,200 submitted with the proposal includes \$56,000 for scholarships (25 at \$2,000 each) and trainee travel, and \$87,200 for administrative costs including staff salaries, advisory committee travel, and other miscellaneous costs. Several board members expressed concern about staff soliciting funds for a program which has an administrative budget which exceeds program activities by almost two-thirds. It was pointed out that the National Student Nurses' Association administers an \$80,000 program which supports approximately 35 scholarships annually with a single staff administrator and a voluntary review committee and that ANF's grants program awards 10-20 grants annually with a similar commitment of staff and volunteer time.

In addition, it was mentioned that staff assigned to the cabinet had already initiated a full-fledged solicitation effort in which 432 foundations were contacted. Of the 432 foundations solicited, 213 responded negatively, 205 did not respond, 12 were returned as not forwardable, and 2 responded positively. Given the size of the initial solicitation as well as its response, the advisability of further solicitation was questioned, using the same proposal and budget.

Juanita K. Hunter, M.S., R.N.
March 14, 1983
Page Two

I hope that you are not offended by the board's discussion and encourage you to accept these concerns as constructive advice. Center staff has been contacted by staff to the cabinet indicating that cabinet members do wish to consider submitting a revised proposal for review by the coordinating committee at their April meeting taking into consideration some of this information which was previously shared with the cabinet at their February 17-18, 1983, meeting. We will inform you as soon as a decision has been reached concerning the cabinet's request.

If you have further questions, do not hesitate to contact me.

Sincerely,

Pauline F. Brimmer

Pauline F. Brimmer, Ph.D., R.N.
Director
ANA Center for Research

FFB:DW:nlh:22

cc: Marian Davis Whiteside, M.P.H., R.N.

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AMERICAN NURSES' ASSOCIATION

CABINET ON HUMAN RIGHTS
JANUARY 16-18, 1985
AGENDA ITEM 2.1.1
ATTACHMENT 2
TAB NO. 6

TO: Karen S. Tucker
Coordinator
Governance Support Services

FROM: Judith A. Ryan, Ph.D., R.N.
Executive Director

DATE: November 1, 1984

RE: Funds Solicitation for the B.S.N. Scholarship

I am responding to your memorandum concerning Dr. Bessent's request that the Cabinet on Human Rights solicit external support for the Baccalaureate Completion Scholarship Fund. With the implementation of the ANA Center for Research, it was our decision to centralize the solicitation efforts of the American Nurses' Association, the American Nurses' Foundation and the American Academy of Nursing. To facilitate this process, the Center for Research Coordinating Committee was formed to review and prioritize projects for external solicitation (i.e. those projects 1) which had not been internally funded through the budgetary process and 2) which required the use of center resources). This process was adopted to ensure that professional nursing approaches external funding sources in a responsible and organized fashion. In this manner, we can best meet our own interests while improving our chances of obtaining external funding. Therefore, if the Cabinet on Human Rights wishes to seek external support for the Baccalaureate Completion Scholarship Fund, this activity will need to be prioritized by the Center for Research Coordinating Committee before center resources will be committed to the effort.

However, it is possible that additional support may be available through the Allstate Foundation. The American Nurses' Foundation has been approached concerning approximately \$22,000 that the Allstate Foundation has obligated for nursing scholarships. I have scheduled an appointment with the foundation's executive director on November 7. During this meeting, we will determine if these funds are appropriate for the Baccalaureate Completion Scholarship Fund. If so, it may be possible to transfer them to the Ethnic/Racial Minority Fellowship Program for use in 1985 or 1986. We will also discuss the possibility of ongoing support from Allstate for the Baccalaureate Completion Scholarship Fund. As soon as further information on this is available, I will share it with you for the Cabinet on Human Rights.

JR:DW:jap:2

CABINET ON HUMAN RIGHTS
JANUARY 16-18, 1985
AGENDA ITEM 2.1.1
ATTACHMENT 1
TAB NO. 6

AMERICAN NURSES' ASSOCIATION

TO: Judith A. Ryan, Ph.D., R.N.
Executive Director

FROM: Karen S. Tucker
Coordinator
Governance Support Services

DATE: October 22, 1984

RE: Funds Solicitation for the B.S.N. Scholarship

Dr. Hattie Bessent met with the Cabinet on Human Rights at its October 1-2, 1984 meeting to update the cabinet on activities related to the Baccalaureate Completion Scholarship Fund.

Contributions are needed from other organizations to continue funding these scholarships. Dr. Bessent suggested that the cabinet write to private foundations to solicit contributions for this fund.

Recognizing that difficulties have arisen in the past when organizational units have undertaken individual efforts to solicit contributions from organizations for a variety of purposes, staff to the cabinet is seeking your advice on how best to proceed with this request. It is our understanding the Center for Research coordinates funds solicitations for research projects and ANF activities, but we are uncertain about the appropriate approach to take when cabinets wish to raise funds for a designated project.

A copy of the memorandum from Dr. Bessent to the Cabinet on Human Rights, "Progress Report on Baccalaureate Scholarship Completion Fund (BCSF)", is attached for your information.

Thank you for your attention and direction on this matter.

KST:mvc

cc: Hattie Bessent, Ed.D., R.N.
Lyndall D. Eddy, M.P.A., R.N.
Robert V. Piemonte, Ed.D., R.N.
Kaye Sullivan

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BSN
Scholarship

AMERICAN NURSES' FOUNDATION

CABINET ON HUMAN RIGHTS
JANUARY 16-18, 1985
AGENDA ITEM 2.1.1
ATTACHMENT 3
TAB NO. 6

TO: Hattie Bessent, Ed.D., R.N.
Deputy Executive Director
Ethnic/Racial Minority Project

FROM: *JAR* Judith A. Ryan, Ph.D., R.N.
Executive Director

DATE: November 26, 1984

RE: Request from Allstate Foundation Regarding American Indian Scholarship Funds

On November 7, John Murphy, executive director, Allstate Foundation, met with staff from the American Nurses' Foundation concerning the possibility of Allstate transferring \$22,175 to ANF. Allstate had provided these funds to the American Indian/Alaska Native Nurses' Association (AIANNA) for the AIANNA/Allstate scholarship program. This is a scholarship program which supports basic nursing education costs for American Indian students. AIANNA is currently in the process of dismantling and cannot obligate these funds for their original purposes.

Mr. Murphy expressed a strong interest in using a portion of the \$22,175 which remains in this fund to continue providing scholarships to ten American Indian students (see attached list). You will note that these students are enrolled in a variety of nursing education programs (i.e. ADN and BSN). Some are scheduled to graduate during the spring 1985 semester and some are scheduled to graduate a year later. Since these students are dependent on their scholarships to finish their degree programs, Allstate wants to continue with the current level of support through graduation. Based on the information provided, the maximum due these students if they remain in their programs through graduation is approximately \$13,000. Therefore, approximately \$9,000 would remain to use for administrative expenses and/or other programs.

Allstate has a fine record of contributing to nursing and nursing education. As a consequence, we believe it will be advantageous for ANF to accept these funds for the purposes specified by the Allstate Foundation. In this manner, ANF and ANA will be in a better position to negotiate for proposals which originate from within our organizations.

The program as administered by AIANNA included the following conditions for scholarship recipients:

1. Contact, by mail or phone, the American Indian/Alaska Native Nurses' Association office at least once a month during the school year.

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2. Maintain a minimum of 2.0 Grade Point Average (GPA) in all nursing courses and a minimum cumulative GPA of 2.0.
3. Arrange to have an official transcript sent to the AIANNA office at the termination of each semester.
4. Notify AIANNA office of my State Board Test Pool Examination results.
5. Contact by mail or phone the AIANNA office at least once annually in January for five (5) years after graduation and/or termination from the nursing program.

Because of ANF's ongoing commitments in the areas of fund raising, nursing research and policy analysis, it would be difficult for current foundation resources to handle a program of this nature. However, the ANA Ethnic/Racial Minority Project currently administers scholarship programs which are similar to the one funded by Allstate. In addition, your unit has a strong interest in supporting the educational careers of ethnic minorities including American Indians.

I understand that the Ethnic/Racial Minority Project has asked the ANA Cabinet on Human Rights to seek external funds to augment ANA's support for the Baccalaureate Scholarship Program. If ANF were to seek the assistance of the MFP in administering the Allstate scholarship program, ANF could deduct an eight percent general administrative fee of \$1,774 (8% of \$22,175) and the MFP would be able to use the remaining \$7,226 to defray program costs or to increase their baccalaureate scholarships. In addition, if MFP provides program support and staffing for the existing Allstate program, we may be able to negotiate with Allstate to allocate an ongoing grant for the BSN completion program.

The Allstate Foundation is required to disburse funds to 501(c)3 organizations (such as ANF). Therefore, regardless of ANF's decision regarding administration of Allstate's program, the funds must be transferred to ANF and not directly to the Ethnic/Racial Minority Project.

Allstate is requesting that ANF reach a decision as soon as possible so that AIANNA can notify the ten American Indian students of the change in program administration. Since enrollment for the spring 1985 semester is probably scheduled in the near future, the students will need to receive their scholarships soon.

Because of Allstate's urgency in this matter, I have contacted Dr. Ada Jacox, president of the American Nurses' Foundation, and have asked her to suggest an appropriate course of action regarding Allstate's scholarship program.

I have suggested that ANF seek the assistance of the Ethnic/Racial Minority Project for program administration purposes. What is your feeling regarding this recommendation? Would the Ethnic/Racial Minority Project be interested in program operations if approximately \$7,000 would remain for your own programs?

In addition, this arrangement could lead to ongoing support for the BSN Scholarship Program. Please contact me by telephone concerning your interest as

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soon as possible. If ANF and MFP agree to collaborate on the Allstate scholarship program, we will arrange appropriate follow-up meetings with John Murphy at Allstate and Elfrieda Irving, president, American Indian Alaska Native Nurses' Association.

JR:DW:jap:4

Attachment

cc: Dr. Pauline Brimmer
Barbara Tate
Dorothy Young

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Attachment
Resolution

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MINORITY REPRESENTATION IN NURSING EDUCATION

WHEREAS There continues to be minimal representation of minority groups in nursing and nursing education, particularly at the baccalaureate and higher degree levels; and

WHEREAS This minimal representation reflects the need for increased efforts focused on recruitment, retention, and graduation of minority persons at the baccalaureate and higher degree levels; and

WHEREAS Proposed changes in educational requirements for nurses may have significant impact upon minority representation in nursing, especially at the baccalaureate and higher degree levels; therefore, be it

Resolved, That the American Nurses' Association and its constituents give major consideration to the effects that the proposed changes in educational requirements for nurses may have on minority representation in nursing; and be it

Resolved, That the American Nurses' Association establish liaison relationships with various groups representing minority nurses in order to facilitate collaboration regarding the educational needs of minorities; and be it

Resolved, That the American Nurses' Association and its constituents sustain their active role in the reaffirmation of their commitment to increase the numbers of blacks and other minorities in the nursing profession by introducing new legislation and vigorously supporting legislation that will increase recruitment, retention, and graduation of minority persons in baccalaureate and higher degree programs in nursing; and be it

Resolved, That the American Nurses' Association establish liaison relationships with various educational groups to facilitate the dissemination of information and provide support for recruitment of minority persons into baccalaureate programs in nursing; and be it

Resolved, That the American Nurses' Association support continued funding from multiple sources to assure institutionalization of programs in nursing education designed to increase minority representation in nursing, and exert its political power toward securing financial support for black and other minority institutions; and be it

Resolved, That the American Nurses' Association support the development of mechanisms for financial assistance for minority students in basic and graduate nursing education programs.

Adopted by the 1980 ANA House of Delegates

THE AMERICAN NURSES' ASSOCIATION ETHNIC/RACIAL MINORITY FELLOWSHIP PROGRAMS

ANNOUNCE

UNDERGRADUATE SCHOLARSHIPS

FROM THE

BACCALAUREATE COMPLETION SCHOLARSHIP FUND

1986-1987

PURPOSE: The purpose of the scholarship awards is to provide financial assistance to ethnic minority registered nurses for baccalaureate nursing education. This fund was established by the American Nurses' Association in 1983 to assist minority students in obtaining baccalaureate nursing education, and thereby respond to national priorities for improved nursing care in underserved areas of our population.

ELIGIBILITY: Applicants must be licensed registered nurses including, but not limited to ethnic/racial minorities (e.g. Afro-American, Asian American, American Indian, and Hispanic American). Persons must be accepted in an accredited school of nursing, and pursuing a baccalaureate degree in nursing. Applicants must be enrolled full-time or plan to enroll full-time. Applicants must hold current membership in the National Student Nurses' Association or a state nurses' association that is a constituent of the American Nurses' Association.

AWARDS: Annual awards up to \$2,000 each are provided. Awards are intended to help defray educational expenses.

APPLICATION: Applications must be received by January 15, 1986. For further information and application forms, contact:

Ethnic/Racial Minority Fellowship Programs
American Nurses' Association
2420 Pershing Road
Kansas City, Missouri 64108
(816) 474-5720

OR

Washington Office:

1030 15th Street, N.W., Suite 716
Washington, D.C. 20005
(202) 789-1334

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Scholarship

AGENDA ETC

W.K.KELLOGG
FOUNDATION

JOANNE M. DREWNO
Secretary

June 17, 1982

RECEIVED

JUN 21 1982

EXECUTIVE UNIT

P. Brimmer
L. Elder
Archives

Ms. Judith A. Yates
Executive Director
American Nurses' Association, Inc.
2420 Pershing Road
Kansas City, Missouri 64108

Dear Ms. Yates:

We have reviewed your May 10 letter and enclosures through which you request funds to establish a Baccalaureate Scholarship Program.

The Kellogg Foundation does not provide scholarship assistance. We do provide fellowship assistance which emphasizes strengthening projects currently receiving Foundation support, and fellowships which are awarded through the Foundation's National Fellowship Program to broaden societal and intellectual sensitivity, awareness, and leadership potential of staffs of colleges, universities, and other institutions which have been selected to participate in the program.

We are sensitive to the aspects of your program. However, we have found it necessary to limit our financial support in this area to our own activities.

Although we are not able to provide the assistance you are seeking, we do wish you success in securing the necessary funds from other sources.

Sincerely,

Joanne M. Drewno

JMD/lls

The
Robert Wood Johnson
Foundation

JUL 3 1982

gwy
Thompson
Archives

P.O. Box 2316
Princeton, New Jersey 08540
(609) 452-8701

June 22, 1982

Ms. Judith A. Yates, Executive Director
American Nurses' Association, Inc.
2420 Pershing Road
Kansas City, Missouri 64108

Dear Ms. Yates:

I.D. #7870

We have reviewed your letter to Margaret Mahoney on the subject of funding sources to develop a program for baccalaureate scholarships to enable professionally trained nurses without baccalaureate training to complete the degree training. I am sorry to reply that this is not a proposal that the Foundation would be able to consider for funding.

The funds available in this area have been concentrated to training support in nursing for advanced education of faculty members. For example, we have just completed a five-year sequence of fellowships for faculty members in primary care and expect to initiate a new program at the post-doctoral level for faculty scholars in hospital nursing care.

I realize that this letter will bring you disappointment; however, we are not a source of funding for scholarship support for nursing students.

Sincerely,

Olga Ferretti
Olga Ferretti

P.S. Margaret Mahoney is now president of the Commonwealth Fund in New York City.

#18
BSN
Scholarship

AGEND

AMERICAN NURSES' ASSOCIATION

TO: Judith A. Yates
Executive Director

FROM: Cheryl D. Thompson
Staff Specialist, Human Rights
Research and Policy Analysis Department

DATE: August 18, 1982

RE: Consultation with the Division of Nursing Regarding the
B.S.N. Scholarship Proposal

On Monday, August 9, 1982, Dr. Hattie Bessent, Marian Whiteside, and I met with Dr. Flo Hill, director of special projects, Division of Nursing, and one of her staff, Audrey Lindgren, regarding the possibility of funding for the above. Submitting this proposal to the Division of Nursing was at the suggestion of Dr. Marie Bourgeois through Dr. Bessent.

This proposal was written to specifically address the resolves in the 1978 resolution (Attachment 1) adopted by the House of Delegates. Dr. Hill informed us that the intent of this scholarship program would not meet the purposes and/or criteria used (Attachment 2, No. 1) by the Division of Nursing for its special projects. Specifically, special projects which are funded are for all entry levels into nursing, and no provisions are made to facilitate education to the baccalaureate level. Special projects support schools and not students. Additionally, any proposal which is funded under purpose No. 1 should provide documentation and use the definition of "disadvantaged" as outlined in the Federal Register for admission criteria. This definition of "disadvantaged" is all inclusive and not restricted to ethnic people of color.

Dr. Hill made the following suggestions regarding the focus of a proposal which the CHR and/or the American Nurses' Association might submit for funding.

1. What kind of project(s) can ANA do better than schools, and which are different from those submitted by schools? Most schools and regional agencies such as SREV and the Western Interstate Commission on Higher Education are funded to work with the disadvantaged in numerous ways.

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Scholarship

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2. What is ANA in a unique position to do for ethnic minority nurses under continuing education, specifically retraining of those nurses who have left the nursing work force?
3. What kind of project could take advantage of ANA's national position, advance ANA's cause, and fit the project grant purpose?
4. How can ANA's network capability within state nurses' associations be used to develop a project? The National League for Nursing has been funded in the past by the Division for National Workshops. ANA representatives at this meeting believe that this avenue might be explored in the form of regional leadership workshops which focus on the impact of the ANA federation model on ethnic and minority nurses at the national level, and on the state and district associations.

Dr. Hill suggested that black and minority business be approached regarding funding for the B.S.N. proposal. She stressed the importance of face-to-face contact as opposed to initial communications by letter. Dr. Hill believes that in order to find funding for this proposal, the ANA board will have to commit dollars, and a "sales person" for the association must be present.

I believe this consultation provided two major outcomes:

1. The B.S.N. proposal, as written to implement the 1978 baccalaureate scholarship program, is not fundable through the Division of Nursing. The potential for funding does exist from other sources with continued financial support from the ANA Board of Directors to seek it. ANA representatives to this meeting believe the presence of the executive director is critical on future visits. This would enhance the credibility of the proposal as well as garner association-wide support. The Cabinet on Human Rights is strongly committed to finding funds for this program. It believes that there is demonstrated need for this program and that its implementation is mandated by the 1978 House of Delegates action.
2. A proposal can be written for a special project to be funded through the Division of Nursing. This calls for the concerted effort and "brainstorming" of ANA elected officials and staff to develop a purpose, given the attached guidelines.

3

In a continuing effort to seek funding for the B.S.N. scholarship program, staff of the Human Rights Unit is identifying those foundations in the Foundation Directory which fund health/education related activities in communicating with them by letter regarding potential funding of this program. Hopefully, this activity will be completed by the end of August 1982. Additionally, staff has obtained a list of the top 100 Black businesses in the United States in gross sales. Unfortunately, addresses for these companies are not readily available. Staff will research addresses for these businesses as time permits.

The ANA representatives to this meeting would welcome the opportunity to discuss additional strategies with you around October 8. Your immediate response to this meeting date will be greatly appreciated.

CDT:tlw:83

cc: Hattie Bessent
Marian Whiteside
Pauline F. Brimmer

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BSN
Scholarship

CABINET ON HUMAN RIGHTS

AGENDA ITEM V: BSN SCHOLARSHIP PROGRAM

The items below track the activity on funding the BSN Scholarship Proposal since our April meeting. Unfortunately, no positive responses have been received. We need to discuss additional strategies for getting this project funded in addition to budgetary considerations for 1983.

- A. Copy of Proposal
- B. Responses from the Kellogg Foundation and the Robert Wood Johnson Foundation
- C. Report to Executive Director, Judith Yates Re: Consultation with the Division of Nursing
- D. Proposed October 8, 1982 meeting with Executive Director, Judith Yates (staff will share details)
- E. Foundation Directory letters

#18
BSN
Scholarship

AMERICAN NURSES' ASSOCIATION

TO: Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

FROM: Hattie Bessent, Ed.D., R.N. *HB*
Deputy Executive Director
Ethnic/Racial Minority Fellowship
Programs

DATE: October 14, 1985

RE: Progress Report, Baccalaureate Completion Scholarship Fund

I am pleased to present to you this progress report on the Baccalaureate Completion Scholarship Fund, and the names of the first awardees from this fund. Fifty-five applications were reviewed by the Minority Fellowship Programs Advisory Committee at their meeting last March. Thirty-six of these applicants were approved as finalists, of which four were referred to the ANA/Allstate Scholarship for American Indian/Alaska Native Nursing Students. From these finalists, eleven registered nurses were selected to receive the eleven scholarships of \$2,000 each which were available for the 1985-1986 school year. These students each received \$1,000 in September, and will receive \$1,000 in January, for a total award of \$2,000 for each recipient.

Table I shows the ethnic racial breakdown of the applicants, of the finalists, and of the funded scholarship recipients. Table II shows the geographical distribution of the applicants, and of the funded scholars.

The names, hometowns, and schools of the 1985-1986 Baccalaureate Scholars are as follows:

- Sharon Anderson, R.N., of Chicago, Illinois, Rush University
- Audrey K. Azeka, R.N., of Honolulu, Hawaii, University of Hawaii-Manoa
- Aixa Caraballo, R.N., of San Jose, California, Consortium of the California State University-Long Beach
- Gloria A. Harrison-Crumpton, R.N., of St. Peters, Missouri, University of Missouri-St. Louis
- Condesa M. Curley, R.N., of Los Angeles, California, Mount St. Mary's College
- Constance Dallas, R.N., of Chicago, Illinois, Purdue University-Calumet
- Rosemary Goode-Edington, R.N., of El Cerrito, California, Holy Names College
- Maria Lima-Isaac, R.N., of Bronx, New York, Herbert H. Lehman College

Juanita Hunter, Ed.D., R.N.

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October 14, 1985

- Lisa Murni, R.N., of San Bernadino, California, Loma Linda University
- Gwendolyn Perry, R.N., of Galveston, Texas, the University of Texas-Galveston
- Jacqueline Sanders, R.N., of Selma, Alabama, Troy State University

Three of these students will complete their BSN programs by the end of this summer; the remainder project completion by either the winter of 1986 or the summer of 1987.

As in the case last year, the deadline for applications is January 15. We anticipate an even greater number of applications, since we continue to receive a large amount of inquiries about this program each day. The mail is, in fact, overwhelming, especially in light of the current work load of the Minority Project staff, working with four other programs, yet with no increase in the number of staff persons to handle the extra work load. I bring this to the Cabinet's attention, so that they can have an understanding of how the administrative responsibility for the scholarship fund translates into a tremendous amount of work load for the Minority Project staff.

HB:jmh

Attachments

#18
BSN
Scholarship

Table I

Results of the 1985-1986 BCSF Application Review

	<u>Ethnicity of Applicants</u>					<u>Total</u>
	<u>Black</u>	<u>Asian</u>	<u>Hispanic</u>	<u>Indian</u>	<u>Other</u>	
Reviewed	35	6	6	4	4	55
Approved*	24	5	5	4	1	36
Funded**	7 (20%)	2 (33%)	2 (33%)	*** 2 (50%)	-	13 (24%)

* Includes finalists and alternates

** Funded students

*** Two Indian finalists funded from Allstate; 11 finalists from BCSF

Table II

Geographic Distribution of Schools Attended by BCSF Applicants

Number of Applicants Attending Schools in Each Geographic Region

	<u>West</u>	<u>Midwest</u>	<u>North</u>	<u>South</u>	<u>East</u>	<u>Total</u>
Applicants	13*	14	4*	16	8	55
Funded	6*	3	1*	2	1	13

* Includes one Allstate finalist

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BSN
Scholarship

EXHIBIT II

AMERICAN NURSES' ASSOCIATION

RECEIVED

OCT 1 1985

EXECUTIVE UNIT

TO: Judith A. Ryan, Ph.D., R.N.
Executive Director

FROM: Hattie Bessent, Ed.D., R.N.
Deputy Executive Director
Ethnic/Racial Minority Fellowship Programs *HB*

DATE: September 30, 1985

RE: Requests for Allstate Scholarship Information

This is to inform you of the large number of requests for Allstate Scholarship information we have received on a daily basis, in particular from persons who have been advised by the Ohio and Virginia Leagues for Nursing to write the association. It appears that there is a need for further communication on the part of the state leagues for nursing, the Allstate Foundation, and ANA regarding the Allstate monies.

Thus far, we have responded to these letters as if they are within the pool of applicants for the Baccalaureate Completion Scholarships. Because of the extreme amount of administrative responsibilities and work load currently being carried by the Minority Project staff in dealing with the five programs, it was agreed that the second check for \$25,000 from Allstate would not be used for the "states" scholarship until 1986. Therefore, I believe that the current situation can be rectified if, on one of your visits to the National League for Nursing, there can be some communication as to the stated agreement between ANA and the Allstate Foundation regarding the state scholarships, so that all parties involved will be apprised of how these Allstate applications will be processed for 1986-1987. That is, applications for the 1986-1987 academic year will be accepted until January 15, 1986. Selection of scholarship recipients will take place in April 1986 during our Advisory Committee meeting, in which applications for all of the other programs will also be reviewed. Selected Allstate award recipients will receive their scholarships in two payments -- in September 1986 and in January 1987.

HB:jmh

AMERICAN NURSES' ASSOCIATION

TO: Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

FROM: Hattie Bessent, Ed.D., R.N. *HB*
Deputy Executive Director
Ethnic/Racial Minority Fellowship Programs

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- Maria Lima-Isaac, R.N., of Bronx, New York, Herbert H. Lehman College

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October 14, 1985

- Lisa Murni, R.N., of San Bernadino, California, Loma Linda University
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Three of these students will complete their BSN programs by the end of this summer; the remainder project completion by either the winter of 1986 or the summer of 1987.

As in the case last year, the deadline for applications is January 15. We anticipate an even greater number of applications, since we continue to receive a large amount of inquiries about this program each day. The mail is, in fact, overwhelming, especially in light of the current work load of the Minority Project staff, working with four other programs, yet with no increase in the number of staff persons to handle the extra work load. I bring this to the Cabinet's attention, so that they can have an understanding of how the administrative responsibility for the scholarship fund translates into a tremendous amount of work load for the Minority Project staff.

HB:jmh

Attachments

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American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800

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TO: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

FROM: Eunice R. Cole, B.S.N., R.N. *ERC*
President

DATE: August 30, 1985

RE: Board Action on Recommendation to Allocate Public Relations Funds to
the BSN Completion Scholarship Program

At its July 18-20, 1985 meeting, the Board of Directors resumed its consideration of a recommendation of the Cabinet on Human Rights to designate a portion of funds allocated to the nursing education public relations project to the BSN Completion Scholarship Program Funds administered by the Ethnic/Racial Minority Project. The board had deferred action on this proposal in March 1985. In July, the board heard a report on the national public relations campaign and acknowledged that project plans require all of the funding available and the dollars allocated will be totally expended by December, 1985.

Board members were pleased to learn that in June, 1985 the Allstate Foundation contributed \$50,000 to the American Nurses' Foundation. Twenty-five thousand dollars of these monies will support a scholarship program for American Indian nursing students with the remainder of the funds to support other nursing students. The scholarship program is to be administered by the ANA Minority Fellowship Project, with ANF acting as the recipient of funds and accountable for their fiscal administration.

The Board of Directors referred the cabinet's original recommendation back to the cabinet. The cabinet may wish to reconsider a request for additional support for the scholarship fund within the context of ANA priorities, as approved by the 1985 House of Delegates, and consistent with the process for annual budget planning.

I hope that this information is useful to you and the cabinet as you plan for the upcoming year.

I look forward to working with you for another year, Juanita, in your capacity as Chairperson of the Cabinet on Human Rights. I am sure that together we will take on many new challenges facing the profession, and that board members will continue to rely upon the support and expertise of the Cabinet on Human Rights that we have come to enjoy.

ERC:CAG:dg

cc: Lyndall Eddy
Kaye Sullivan
Irene Trowell-Harris
Pat Bast

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BSN
Scholarship

BOARD OF
JULY 18-20
AGENDA ITEM 10

Background on the Involvement of the American Nurses' Foundation
in the Receipt of Monies for Scholarships

The American Nurses' Foundation Board of Trustees has examined ANF's role in the provision of scholarships for nursing education several times in the recent past. The purpose of this background paper is to provide a chronology of the board's deliberations and of environmental factors leading to ANF's recent actions. This will also serve as background for a reexamination of the foundation's role which has been requested by the ANF members.

The "Certificate of Incorporation of American Nurses' Foundation" provides that the foundation is a charitable, scientific, literary, and educational organization and that one of its objectives is "to increase the public knowledge and understanding of professional and practical nursing and of the sciences and arts upon which the health of the American people depends." It further provides that the foundation may do so "through the provision of scholarships and fellowships."

In the foundation's recent history, it has been the decision of the Board of Trustees to maintain ANF's focus on its research activities and not become actively involved in the solicitation of funds for the award of scholarships. The board did decide in the late 1970s to receive and administer funds for the ANA Council on Continuing Education scholarship; however, ANF has not been involved in the solicitation of these funds nor has it been involved in the selection process for the award.

In 1981, Dr. Myrtle Aydelotte, acting as the ANF executive director, contacted Dr. Laura Simms, president of Nurses' Educational Funds, Inc., to explore the possibility of a cooperative relationship between NEF and ANF. In correspondence dated December 11, 1981, Dr. Simms indicates that the NEF board determined that "the administration and immediate purposes of the two corporations should remain distinct and mutually exclusive" but that "a complementary relationship in fund raising might bear further exploration." This correspondence was reviewed by the ANF Board of Trustees at their meeting on February 5, 1982. It was determined that the climate was not conducive to a merger at that time.

During the meeting of the ANA Board of Directors on June 22, 1982, Dr. Simms presented a report to the board stressing the establishment of a stronger relationship between NEF and ANA. In her remarks, Dr. Simms stated NEF's belief "that it would be in the interest of the profession at large to have ANA endorse NEF as the official professional agency for funding and administering nursing scholarships from the private sector." She also suggested exploration of use of The American Nurse to announce NEF scholarship recipients, use of ANA's mailing lists, correspondence from ANA to SNAs and DNAs about NEF, and referral of all potential scholarship donors to NEF. By consensus, the ANA Board of Directors determined that exploration of NEF's requests be referred to the new Board of Directors (elected at the ANA Biennial Convention in June 1982).

In a letter dated January 13, 1983, to Ms. Eunice Cole, Dr. Simms expressed the interest of the NEF Board of Directors "in continuing to explore a cooperative relationship between ANA and NEF."

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BSN
Scholarship

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In the meantime, the ANA Cabinet on Human Rights had developed a funding proposal titled, "BSN Scholarship Program for Registered Nurses," in an attempt to respond to a resolution adopted by the 1980 ANA House of Delegates on Minority Representation in Nursing Education. The resolution had among its resolves "That the American Nurses' Association support the development of mechanisms for financial assistance for minority students in basic and graduate nursing education programs."

During its meeting on February 11, 1983, the ANF Board of Trustees reviewed the Cabinet on Human Rights' proposal since the cabinet had submitted it to ANF requesting that ANF solicit and receive funds for the proposal. The board raised a number of concerns regarding the proposal as submitted, and ultimately took action to refer the proposal to the Center for Research Coordinating Committee for review and recommendation.

During the March 25, 1983, meeting of the ANF members, Ms. Cole shared the recent correspondence from NEF to ANA which requested that ANA endorse NEF. Concern was expressed about how such action might impact upon the foundation. It was determined by the members that the ANF Board of Trustees be asked to consider the following questions and report back to the members:

1. Is awarding scholarships to students an appropriate function of ANF?
2. If not, is there an advantage to using NEF mechanisms to award scholarship funds donated to ANF?
3. If yes, would ANF give scholarships to various levels of nursing students?

In her letter to Dr. Simms of May 21, 1983, Ms. Cole indicated the members had taken action to refer the issue to the ANF trustees and expressed the ANA board's concern that any questions be discussed and clarified by NEF and ANF "before further steps are taken to strengthen the relationship between NEF and ANA."

During the meeting of the Board of Trustees on June 17, 1983, the issues referred by the ANF members were discussed. After having discussed the history of the issue and ANF's own priorities, the board directed the ANF president to respond to the members indicating:

1. Although ANF acknowledges the importance of supporting nursing scholarships, the foundation cannot currently initiate its own program or support that of NEF.
2. As the foundation becomes aware of possible funding sources for nursing scholarships, it will refer such potential funding sources to NEF.

This was conveyed by Dr. Ada Jacox, ANF president, in her letter dated July 27, 1983, to Ms. Cole. It was further conveyed in Dr. Jacox's report to the ANA Board of Directors dated September 1, 1983, in which she wrote "given the foundation's current priorities, it would be unrealistic for ANF to divert funds or resources from its highest priorities to initiate its own scholarship program or to actively support NEF's program through fund raising at this time."

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On September 9, 1983, the Center for Research Coordinating Committee reviewed a prospectus, "to establish an ANA-sponsored BSN Completion Scholarship for ethnic/minority students." It was the decision of the CCC not to prioritize the proposal for implementation by the Center for Research for the following reasons:

1. ANA did not have a mechanism in place to administer the proposed scholarship program.
2. Administrative costs for managing the program could easily exceed the funds available.
3. Staff of the Cabinet on Human Rights had already solicited 432 foundations for the proposal, "BSN Scholarship Program for Registered Nurses," and had only raised \$2,500 from two organizations. This raised concern about the feasibility of building a scholarship endowment as proposed by the cabinet.

During its meeting of September 15, 1983, the Cabinet on Human Rights discussed the establishment of the BSN scholarship and took action to recommend "that the placement of the administration of the BSN scholarship fund should be with the foundation of the National Student Nurses' Association Scholarship Program." They also agreed that monies to support scholarships should be sought from SNAs, SNA members, ANA, and other sources.

During its November 16, 1983, meeting, the ANA Committee on Finance received a report from Ms. Virginia Paulson, ANA Deputy Executive Director, on "Consideration Regarding Nurses' Educational Funds, Inc. and the ANA Cabinet on Human Rights Proposal on BSN Scholarship." The report included various staff recommendations regarding ANA's relationship with FNSNA and NEF in addition to the recommendations related to the BSN Scholarship Program. The Committee on Finance reviewed the report and took the following recommendations to the ANA Board of Directors:

That ANA commit the sum of \$50,000 for the establishment of the ANA Baccalaureate Completion Scholarship Fund for ethnic minority nurses, to be administered under the auspices of the Ethnic/Racial Minority Project as long as that project exists within ANA, and that this \$50,000 be paid in \$10,000 amounts each year for five years.

That interest from the Clara Lockwood Fund be used to award graduate education scholarships for ethnic minority nurses under the administration of the Ethnic/Racial Minority Project.

These recommendations were received by the ANA Board of Directors during their December 12, 1983, meeting and were approved with minor changes regarding the manner in which the \$50,000 would be paid.

In her letter to Dr. Simms dated April 18, 1984, Ms. Cole reported on the deliberations of the ANF Board of Trustees. She further conveyed the ANA board's suggestion that "although ANA does not endorse or contribute to the many private scholarship funding organizations, perhaps the staff of ANA, ANF and NEF could suggest ways in which these organizations could be mutually supportive."

→ refer back to CRR
= approve implementation

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BSN
Scholarship

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In the summer 1984 issue of the NEF Newsletter a story appeared indicating that NEF and FNSNA had formed an alliance. In the article the NEF executive director is quoted as saying that "each organization will retain its separate identity" but that they would "cooperate on joint fund raising projects and in some administrative areas." On October 1, 1984, Dr. Hattie Bessent met with the Cabinet on Human Rights and indicated that additional contributions were needed to continue funding the Baccalaureate Completion Scholarship. In a memorandum to Karen Tucker, staff of the cabinet, dated November 1, 1984, Dr. Judith Ryan indicated that plans to seek external support for the program should be submitted to the Center for Research Coordinating Committee, so that relative priority of this activity might be considered.

In November 1984, ANF was contacted by Mr. John Murphy of the Allstate Foundation regarding ANF's willingness to receive and administer \$22,174.63 from the American Indian/Alaska Native Nurses' Association to continue funding of their scholarships. AIANNA was dissolving and could no longer administer the program. Since ANF did not have a scholarship program in place, Dr. Ryan contacted Dr. Bessent regarding the possibility of the Ethnic/Racial Minority Project administering the scholarship program.

During a conference call on December 3, 1984, the ANF Board of Trustees took the following action:

That the American Nurses' Foundation accept funds from the Allstate Foundation for the support of basic nursing education costs for American Indian students. This program will be implemented by the ANA Ethnic/Racial Minority Project and the funds for the project will be administered by the American Nurses' Foundation.

Subsequently, during the meeting of the ANF members on March 8, 1985, the issue of ANF's involvement in scholarship programs was raised again. Questions were raised regarding the inconsistency of ANF's action in receiving the funds from Allstate with its previously stated position. The ANF members directed the ANF Board of Trustees to reexamine ANF's mission and role in the administration of scholarship funds and to report back to the members.

On April 12, 1985, the Executive Committee of the Ethnic/Racial Minority Project invited President Cole and Dr. Ryan to meet with them. In considering the merits of the Baccalaureate Fellowship Program at the American Nurses' Association, the group agreed that there was sufficient rationale to maintain a focus on baccalaureate education for minority nurses, and further that the location and management of the program was compatible with the ongoing activities of the Minority Fellowship Programs. The program was assessed to be an ideal adjunct to the to the Minority Fellowship Programs. Management of the Baccalaureate Fellowship Program was decided to be parallel to the doctoral fellowship programs; namely, students would be recruited via a national competition and selected by members of the advisory committee in accordance with criteria appropriate to baccalaureate education.

Once a student received an award, he/she would be incorporated into our programmatic regime, which includes site visits to campuses by advisory committee members and personal and academic support where indicated. Additionally, MFP would work with the academic institution to help them understand the goals and purposes of the ANA fellowships, i.e. MFP would

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articulate ANA's concerns for modifications in curriculum and personnel in support of culturally diverse objectives.

Finally, through MFP's management of baccalaureate fellowships and site visits, ANA would publicize better the programs through personal contacts. A secondary benefit of these efforts is that baccalaureate and undergraduate fellows would become potential candidates for doctoral fellowships.

Subsequently on May 3, 1985, the MFP executive committee met and concurred with the previous assessment rendered during the April 12 meeting.

In June 1985, the American Nurses' Foundation received several letters from State Leagues for Nursing indicating that Mr. John Murphy had contacted them regarding ANF and NSNA being designated as administrators of scholarship funds previously awarded to the state leagues. On June 26, 1985, Dr. Ryan and Dr. Bessent met with Mr. Murphy in Chicago regarding this matter. Mr. Murphy indicated that Allstate wanted to contribute \$50,000 to ANF: \$25,000 of which would support a scholarship program for American Indian nursing students and \$25,000 of which would support other nursing students. Mr. Murphy further indicated that Allstate wanted their funds to be available to nursing students enrolling in diploma, A.D., and BSN programs. The scholarship program itself was to be administered by MFP, with ANF the recipient of the funds and accountable for their fiscal administration.

On July 3, 1985, a memorandum from Dr. Ryan to members of the ANF Board of Trustees was mailed, which called for a referendum vote on ANF's willingness to receive these funds. As of July 15, 1985, a simple majority of the board (five members) had responded affirmatively to the referendum.

In summary, the history attests that:

- It is now determined that the Minority Fellowship Program Advisory Committee can serve as the review and selection committee for the Baccalaureate Fellowship Program, Indian student program, and Allstate Fellowship Program and that the programs can be administered by the MFP staff and therefore provide the programmatic support for students and institutions that would assist baccalaureate fellows to become potential doctoral fellows.
- It is determined the federal government—Department of HES, Mental Health Administration, views the Baccalaureate Fellowship Program as an integral part of the MFP and is supportive of the ANA board's decision to place the administration of this program there.
- It is also determined that the costs for the administration and fiscal management of the baccalaureate program need to be determined and provided for within dollar grants received for the program.
- It is clear that the ANF board must reexamine its previous position on ANF's receipt and administration of scholarship funds in the light of recent circumstances and that a report to the ANF members is needed in the near future.

BT:jap:2

#18
BSN
Scholarship

AMERICAN NURSES' ASSOCIATION

TO: Cabinet on Human Rights

FROM: Hattie Bessent, Ed.D., R.N. *HB*
Deputy Executive Director
Ethnic/Racial Minority Fellowship
Programs

DATE: September 28, 1984

RE: Progress Report on Baccalaureate Scholarship
Completion Fund (BCSF)

Recap.: In December 1983, the ANA Board of Directors allocated \$50,000 for the establishment of the Baccalaureate Completion Scholarship Fund (BCSF) over a five-year period, to be administered by the ANA Ethnic/Racial Minority Fellowship Programs. In March 1984, the Cabinet on Human Rights met to discuss the BCSF, in which the cabinet held a vested interest, since it was the Commission on Human Rights that originally sponsored the resolutions (and wrote a grant) which gave impetus to the board's action on the fund.

Because the grant was not funded, in 1982, staff for the Cabinet on Human Rights wrote to many organizations to solicit contributions for a scholarship fund supporting the baccalaureate nursing education of minority nurses. Two organizations responded: The Crosby Kemper Foundation made a contribution of \$2,000, and the Gerber Baby Foods Fund donated \$500 to the fund. The \$2,500 contribution was held by the American Nurses' Foundation until the scholarship fund was officially established. These funds will be used for the first awards given.

At the March 1984 meeting, I extended an invitation to the cabinet to attend the April meeting of the MFP Advisory Committee, to give their input into the mechanics of setting up the fund and criteria for the fund's recipients.

At the April Advisory Committee meeting, a motion was carried that a task force of two representatives each from the MFP Advisory Committee and the Cabinet on Human Rights would meet to implement the recommendations previously made by the cabinet at their March meeting:

1. That an advisory committee of five (5) people be formed to advise Dr. Bessent on the administration of the scholarship program.
2. That five \$2,000 scholarships be awarded each year.

Cabinet on Human Rights

-2-

September 28, 1984

The task force members were as follows: Hazle Blakeney, Ed.D., R.N.; Faye Gary-Harris, Ph.D., R.N., F.A.A.N.; Juanita Hunter, Ed.D., R.N.; and Marian Davis Whiteside, M.P.H., R.N. The task force met at the MFP Washington office, May 17-18, 1984. The meeting was staffed by myself and Yvonne Myrick, executive assistant for the Minority Fellowship Programs.

The minutes of this meeting were mailed to the following persons: task force representatives of the Cabinet on Human Rights; task force representatives of the MFP Advisory Committee; Dr. Judith Ryan; and Ms. Lyndall Eddy.

The task force discussed and approved the following agenda items: criteria to admit students; the application forms; type of institutions to provide support; criteria and forms for evaluating applicants; deadlines for applications; selection committee; publicity; and fundraising.

Update: Since the May meeting, the MFP has initiated procedures for publicizing the BCSF and recruiting applicants for this fund. An announcement about the fund was written (See Appendix A), and it was decided that this announcement could also serve as a brochure describing the fund. All undergraduate and associate degree programs in nursing were sent this announcement. In addition, the following institutions/organizations received the announcement: all nursing programs in traditionally Black institutions, and all state nurses' associations. An article on the BCSF has recently appeared in the October issue of The American Nurse, which is, appropriately, a student issue. The newsletter of the Minority Fellowship Programs (Fellowship) also features an article on the BCSF, and will be mailed next month. The MFP newsletter is not only mailed to the institutions mentioned above, but also to doctoral and masters' programs in nursing, minority nursing and health organizations and publications, and all ANA elected and appointed officials. We project an excellent response for the scholarships, following The American Nurse Announcement and our recent recruitment by mail, as we approach the January 15 deadline.

You will note in the announcement that the eligibility criteria for applicants was altered to include the option of membership in a state nurses' association that is a constituent of ANA, in keeping with the federation structure of ANA. The rest of the application packet is attached as Appendix B. You will note an additional form, an Institutional Commitment Statement, is required, to verify the student's enrollment in a baccalaureate nursing program.

The MFP Advisory Committee will review and rate applications in April 1985 for the 1985-86 school year. Written permission was requested from the executive director to transfer the use of the funds (\$10,000) for the first year to the second year, since there was not adequate time to recruit and select fund recipients after the forms and procedures had been established. With \$10,000 allocated for the first year, plus the \$10,000 allocated for the second year, and \$2,000 from the contributions from the private sector, a total of \$22,000 will be available for eleven (11) scholarships. Hence, eleven (11) awards of \$2,000 each will be available for the 1985-86 school year.

HB:jmh
Attachments

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Scholarship

APPENDIX A

THE AMERICAN NURSES' ASSOCIATION
ETHNIC/RACIAL MINORITY FELLOWSHIP PROGRAMS

ANNOUNCE

UNDERGRADUATE SCHOLARSHIPS

FROM THE

BACCALAUREATE COMPLETION SCHOLARSHIP FUND

1985-1986

PURPOSE: The purpose of the scholarship awards is to provide financial assistance to ethnic minority registered nurses for baccalaureate nursing education. This fund was established by the American Nurses' Association in 1983 to assist minority students in obtaining baccalaureate nursing education, and thereby respond to national priorities for improved nursing care in underserved areas of our population.

ELIGIBILITY: Applicants must be licensed registered nurses including, but not limited to ethnic/racial minorities (e.g. Afro-American, Asian American, American Indian, and Hispanic American). Persons must be accepted in an accredited school of nursing, and pursuing a baccalaureate degree in nursing. Applicants must hold current membership in the National Student Nurses' Association or a state nurses' association that is a constituent of the American Nurses' Association.

AWARDS: Annual awards up to \$2,000 each are provided. Awards are intended to help defray educational expenses.

APPLICATION: Applications must be received by January 15, 1985. For further information and application forms, contact:

Ethnic/Racial Minority Fellowship Programs
American Nurses' Association
2420 Pershing Road
Kansas City, Missouri 64108
(816) 474-5720

OR

Washington Office:

1030 15th Street, N.W., Suite 716
Washington, D.C. 20005
(202) 789-1334

FUNDED BY THE AMERICAN NURSES' ASSOCIATION

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director

APPENDIX B



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800

Dear Applicant:

Thank you for your interest in the Minority Baccalaureate Scholarship Program. This scholarship fund was established by the American Nurses' Association in 1984 to provide financial assistance to minority nurses seeking a baccalaureate degree in nursing.

Registered Nurses who are American citizens and permanent visa residents including, but not limited to, those who are Black, Hispanic, American Indian, Asian American and Pacific Islander are eligible to apply. Membership in the National Student Nurses' Association or a state nurses' association that is a constituent of the American Nurses' Association is required.

We are currently accepting applications for the 1985 school year.

The enclosed materials should include the following: 1) a brochure, 2) an application form, 3) three Letter of Reference forms, and 4) an Institutional Commitment Statement.

An officially endorsed program of study from the school or college of your choice is also required. The deadline for receipt of your application and all supporting documents is January 15, 1985.

I look forward to receiving your completed application and wish you good luck.

Sincerely,

Hattie Bessent, Ed.D., R.N.
Deputy Executive Director
Ethnic/Racial Minority Fellowship
Programs

HB:alw
Enclosures

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American Nurses' Association

Agenda Item #1

MINORITY BACCALAUREATE COMPLETION SCHOLARSHIP PROGRAM

Instruction Sheet

- 4 -

GENERAL INSTRUCTIONS

Complete this application with care. It is imperative that each item is answered. Legibility is essential, so typing or printing is recommended (no writing). It is important that you convey what you mean to the readers as clearly and concisely as possible.

Prompt completion and return of application and related forms to the fellowship office will facilitate its processing.

Please do not hesitate to contact the fellowship offices if you have any questions regarding this application:

Kansas City Office:
Minority Fellowship Programs
American Nurses' Association
2420 Pershing Road
Kansas City, Missouri 64108

OR

Washington Office:
Minority Fellowship Programs
American Nurses' Association
1030 15th St., N.W., Suite #716
Washington, D.C. 20005

MATERIALS REQUIRED

Application _____

Recom. 1. _____

Recom. 2. _____

Recom. 3. _____

Undergrad. Transcript(s) _____

High School Transcript(s) _____

Other Transcript(s) _____

a) Institutional Commitment Statement _____

b) Official Program of Study _____

Copy of R.N. License _____

Other _____

This list may be used to assure completion of the necessary items needed before the application can be processed.

HB:jmh
Rev. 6/7/84

The cabinet offers the following recommendations:

1. That an advisory committee of five (5) people be formed to advise Dr. Bessent on the administration of the scholarship program.
2. That five \$2,000 scholarships be awarded each year.
3. That ANA/SNA members be encouraged to stipulate in their wills a contribution to the scholarship fund.
4. That each ANA/SNA member be asked to donate \$1.00 to the fund at the time they pay their dues.
5. That the Board of Directors be requested to include the scholarship fund as a line item on the annual budget.
6. That interested organizations be contacted to ask them to match contributions made by ANA.

LDE/4-8-84

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Agenda Item #3a

From the BSN Scholarship Grant:

The purpose of the Committee will include, but will not be limited to, the following:

1. Developing specific selection criteria for students. General criteria for selection will be:
 - a) Licensure as registered nurse.
 - b) Financial need of student.
 - c) Enrollment in a RN/BSN program. Because of the projected time limitation of support and money, the student should already be enrolled in an accredited BSN program. The majority of programs have one to two years as the average time of completion. However, many students go beyond that time. Support will be limited to two years per student.
 - d) Member of an underrepresented population in nursing, (e.g. Black, Hispanic, American Indian, Asian, nurses from rural and inner-city areas, and male nurses).

Board Commits Funds for BSN Requirement / from page 1

continue. A report including design proposals and other information is scheduled for the March meeting of the board. The system will include decentralized billing, collection and disbursement options. Plans call for a system that would be useful to ANA and state associations.

—Reaffirmed its belief that ANA is the appropriate organization to determine standards for accreditation of nursing services and that the association should be represented on any body that accredits nursing services. The board also endorsed strategies developed by the ANA Cabinet on Nursing Services aimed at securing for ANA appropriate representation on the Joint Com-

mission on Accreditation of Hospitals.

—Endorsed the National Cancer Institute's breast self-examination in-hospital program on the recommendation of the ANA Division on Medical-Surgical Nursing Practice.

—Agreed to maintain sponsorship of all group insurance programs that ANA currently offers and to share the administrative fee revenue generated by those programs with the nurses association of the state where the insured nurse resides.

—Agreed to appoint a Working Committee on Legislation to advise the board on establishing legislative priorities and to work within the nursing community to achieve

consensus on those priorities. The committee would include two representatives of the board and the chairs of the ANA cabinets.

—Requested the ANA Nominating Committee to prepare an affirmative action plan to guide districts, states and ANA organizational units in an effort to increase the number of staff nurses who are nominated for office.

—Adopted the 1984 budget for the association. Operating expenses are budgeted at \$14,226,271 and revenue is expected to amount to \$12,839,252, creating a deficit of \$1,387,019. Much of the deficit is expected to be reduced by a surplus in 1983 operating costs. The board also adopted a capital budget of

\$111,318 for furniture, fixtures and equipment.

—Agreed to recommend to the House of Delegates an assessment for each Full Member Equivalent. The amount will be determined in advance of the 1984 convention, the assessment would become effective Jan. 1, 1985.

—Agreed to recommend to the House of Delegates an assessment of \$55 a year (\$4.58 per month) for each Full Member Equivalent for the six-month period following the convention.

—Agreed to send renewal notices to all SNA/ANA members paying dues through electronic funds transfer.

Continued on page 28

Classified Advertising

POSITIONS AVAILABLE

TENURE TRACK FACULTY POSITIONS available in Medical-Surgical Nursing, Maternal-Child Health Nursing, Psychiatric Mental Health Nursing, and Primary Ambulatory Care Nursing. Doctoral degree required with a Master's degree in Clinical Nursing. Rank dependent on qualifications and experience. Candidates must demonstrate high level competency in research, training, and community service. Please contact Dr. Mary E. Reres, Dean, School of Nursing, 2-256 Factor Bldg., University of California, Los Angeles, CA 90024. Equal opportunity/affirmative action employer.

INWIDE OPPORTUNITIES—Salary \$20,000 to \$40,000—Excellent

NURSING FACULTY positions available immediately to teach in Associate Degree in Nursing and Bachelor of Science Degree in Nursing for Registered Nurses programs. AON is NLN accredited; BSN in process of accreditation. Master's degree required with clinical and teaching experience in medical-surgical, parent-child or maternal-child nursing. Ph.D. and experience in physical examination and assessment skills preferred. Excellent fringe benefits, rank and salary commensurate with qualifications. Send application and resume to Office of Employee Relations, LAKE SUPERIOR STATE COLLEGE, Sault Ste. Marie, MI 49783. An Equal Opportunity Employer.

MISCELLANEOUS

FREE INFO: "How to Start Your Own Profitable Business At Home—In Your Spare Time." Combine nursing with mail order and get a big second income. Quick Easy Free details: Dr. M. Shery, Dept. ANA, 1140 Pearl St., Suite 207, Boulder, CO 80302.

BOULDER, DENVER, LONGMONT, COLORADO—FREE RECORDED MESSAGE—WHEN TO SEEK PSYCHOLOGICAL HELP. Call 442-7192 anytime, request tape 7. Free initial counseling appointment if desired. Inquiries welcome 442-7382.

PUBLISHER EXPANDING to include nursing publications, interested in receiving your ideas for a manuscript, either

CONFERENCES & WORKSHOPS

COMPUTERS IN NURSING: THE FUTURE IS NOW—March 22-25, 1984 at the Fort Worth (TX) Americana Hotel. An exhibit show (with hardware/software vendors) and a computer lab for hands-on experience and/or software exchange/networking are features additional to education offerings focusing on the impact of computers on nursing. General sessions include high tech ethics, ergonomics and high touch; focused computer tracks available for nurses in clinical practice, administration/management and education. Investment: \$110 (SNA/ANA Members), \$180 (Others). Request program brochure from Texas Nurses Association, The Future Is Now, 314 Highland Mall, Suite 400, Dallas, Texas 75201.

7TH ANNUAL SEMINAR IN WOMEN'S HEALTH CARE—Dallas, Texas—April 9-13, 1984. OB/GYN Review Course—April 9-11, 1984 (recommended for National Certification Exam) Current Trends in Women's Health Care—April 12-13, 1984. Ceap Credit Available/Day. Contact: Women's Health Care Nurse Practitioner Program, UTHSCD, 5353 Maple, Suite 300, Dallas, Texas 75235, (214) 688-3933. Equal Opportunity Institution.

STRATEGIES: NURSE LEADERS' ROLE IN SHAPING HEALTH CARE, sponsored by the Midwest Alliance in Nursing, April 5-6, 1984 at the Hyatt Regency Hotel, Minneapolis. For information, contact

Board Commits Funds for BSN Education Requirement

ANA's Board of Directors has decided to commit \$100,000 a year for five years beginning in 1984 to establish the baccalaureate degree as the educational requirement for professional nursing.

The board took the action at its regular meeting Dec. 14-16. The \$500,000 commitment was recommended by the ANA Cabinet on Nursing Education. Major portions of the funds are expected to be used to assist state nurses associations in influencing the adoption of regulations and legislation in support of the baccalaureate requirement.

A total of \$75,000 was awarded to two state associations in 1983 for this purpose.

The board also agreed to commit \$50,000 over a five-year period to provide for the ANA Baccalaureate Completion Scholarship fund for ethnic minority nurses to be administered by ANA's Ethnic/Racial Minority Project.

In addition, the board agreed that interest from the Clara Lockwood fund would be used for graduate education scholarships for ethnic minority nurses. These funds also will be administered by the ethnic/racial minority project.

Other actions of the board include the following:

—Approved Louisville, Ky., as the site of the 1988 ANA convention. Louisville had been scheduled for the 1984 convention, but the con-

Harold MacKinnon, RN, of Florida, Mary Moser, RN, of Iowa and Patricia Devine, RN, FAAN, of Kansas vote at the ANA Board of Directors meeting in December. MacKinnon, a former two-term ANA treasurer, and Devine, a former ANA vice president, are completing four-year terms as board members.



vention was moved to New Orleans when it was learned that a major convention facility would not be completed in time.

—Set June 4-6 as the dates of the 1985 House of Delegates meeting to be held in Kansas City, Mo. A bylaws revision adopted in 1982 calls for annual meetings of the

ANA House beginning in 1984.

—Agreed to submit to the ANA House of Delegates a recommendation that membership in one ANA council be included for all who hold membership in state nurses associations. An additional fee would be established for those who wish to participate in more than

one ANA council. This action was recommended by the Interdivisional Task Force of the ANA Cabinet on Nursing Practice.

—Received an interim report on a proposed ANA information management system and agreed that planning for the system should

Continued on page 27

Boston Nurse Teaches New Parents How to Cope

BOSTON—The birth of a new baby can be the most frightening, disruptive event in a couple's life, according to a nurse whose job it is to make the blessed event a little less traumatic.

Driscoll teaches the 50-minute classes three times a week. From 30 to 35 new mothers and fathers and several nursing students attend each class.

She said new parents have once

Driscoll said many of the new mothers in her classes are career women over the age of 35.

"They have been in control all their lives," she said. "Now, with the baby, it's all over."

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AMERICAN NURSES' ASSOCIATION

CABINET ON HUMAN RIGHTS

Report to the Advisory Committee
of the

ANA Ethnic/Racial Minority Fellowship Programs

The concern of the Commission on Human Rights for access of minority students to baccalaureate nursing education was recognized and affirmed by the ANA House of Delegates in 1978. The delegates passed a resolution on Baccalaureate Scholarship Program which called for ANA to support the Commission on Human Rights in its effort to create a scholarship fund to support baccalaureate education for registered nurses, with the criteria for selection of scholarship recipients reflective of national priorities for increasing access to nursing care in underserved areas of our population.

In 1980 the ANA House of Delegates adopted a resolution on Minority Representation in Nursing Education. This resolution noted that proposed changes in educational requirements may have significant impact upon minority representation in nursing and it called for a number of specific actions intended to increase informational, legislative, and financial support for minority students in basic and graduate nursing education programs.

Under the leadership of Marian Davis Whiteside, M.P.H., R.N., Chairperson of the Commission on Human Rights, a training grant application was submitted by ANA and the commission to the Department of Health and Human Services in the spring of 1982. The project had four objectives:

1. To provide financial assistance for BSN education to a minimum of 25 RNs from underrepresented populations per year, the total amount of assistance not to exceed \$2,000 per student per year for up to two years.

2. To develop a list of rating criteria for potential RN/BSN students in the selection of an educational program.
3. To assist nationally accredited nursing schools with recruitment... of RNs from underrepresented populations...
4. To provide a support mechanism for trainees...

The project was not funded by the Department of Health and Human Services.

Subsequently, at the commission's request, in May, 1982 funds were solicited to begin a scholarship fund. As a result of that effort, donations totaling \$2,500 were received and are currently in an interest bearing account through the American Nurses' Foundation.

On September 9, 1983 the Center for Research Coordinating Committee met and responded to a nonresearch project request submitted on behalf of the Cabinet on Human Rights. The purpose of the proposal was to request support to establish an ANA-sponsored BSN completion scholarship for ethnic/minority nurses. The proposal was not prioritized by the committee. The committee indicated that ANA does not currently have a mechanism in place for administering such a program and it did not fit with ANA's long range priorities.

The Cabinet on Human Rights conducted an intensive review of potential administrative "homes" for the BSN Completion Scholarship at its September, 1983 meeting. Consideration was given to administrative costs, utilization of interest on any principal, criteria for selection of recipients, solicitation of funds, acknowledgement of sponsors, and minimum costs to establish a scholarship fund. As a result of this review, the cabinet recommended to the ANA Board of Directors that the placement of the fund

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should be with the Foundation of the National Student Nurses' Association Scholarship Program. The Cabinet further recommended that the Board of Directors of ANA provide a first-year contribution of \$50,000.

The ANA Board of Directors met December 14-16, 1983 and took action related to recommendations from the cabinet. The board committed \$50,000 (\$10,000 per year) over a five year period for the establishment of the ANA Baccalaureate Scholarship Fund for ethnic minority nurses, to be administered under the auspices of the Ethnic/Racial Minority project as long as that project exists within ANA. The board also agreed that the interest from the Clara Lockwood Fund would be used to award graduate education scholarships for ethnic minority nurses under the administration of the Ethnic/Minority project.

Dr. Hattie Bessent met with the Cabinet on Human Rights at its March 8-9, 1984 meeting. The cabinet members were pleased to recognize the significant growth of the Ethnic/Racial Minority Fellowship Programs and the contribution the programs have made to minority representation in nursing and to nursing care of disadvantaged populations. Dr. Bessent invited the cabinet to offer suggestions about the establishment of the ANA Baccalaureate Scholarship Fund and suggested that cabinet representatives meet with the Advisory Committee of the Ethnic/Racial Minority Fellowship Programs when they next convene.

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Resolution on Baccalaureate Scholarship Program

WHEREAS, Education for those licensed to practice nursing should take place in institutions of higher education; and

WHEREAS, Minimum preparation for beginning professional nursing practice at present should be the baccalaureate in nursing; and

WHEREAS, The vast majority of registered nurses have been prepared below the baccalaureate level for nursing practice; and

WHEREAS, A cutback of funds for nursing education, student loans, and scholarships would reduce and severely handicap the access of students to baccalaureate nursing programs; therefore, be it

Resolved, That ANA support the Commission on Human Rights in its efforts to create a scholarship fund to support baccalaureate education for registered nurses; and be it

Resolved, That the criteria for selection of scholarship recipients reflect national priorities for increasing access to nursing care in underserved areas of our population.

The last action of the House of Delegates in connection with the report of the Commission on Human Rights was the adoption, during the final business session, of the following motion: "That ANA encourage members not to attend national meetings of any organization that are held in states that have not endorsed the Equal Rights Amendment."

Adopted by the 1978
House of Delegates

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MINORITY REPRESENTATION IN NURSING EDUCATION

WHEREAS. There continues to be minimal representation of minority groups in nursing and nursing education, particularly at the baccalaureate and higher degree levels; and

WHEREAS. This minimal representation reflects the need for increased efforts focused on recruitment, retention, and graduation of minority persons at the baccalaureate and higher degree levels; and

WHEREAS. Proposed changes in educational requirements for nurses may have significant impact upon minority representation in nursing, especially at the baccalaureate and higher degree levels; therefore, be it

Resolved, That the American Nurses' Association and its constituents give major consideration to the effects that the proposed changes in educational requirements for nurses may have on minority representation in nursing; and be it

Resolved, That the American Nurses' Association establish liaison relationships with various groups representing minority nurses in order to facilitate collaboration regarding the educational needs of minorities; and be it

Resolved, That the American Nurses' Association and its constituents sustain their active role in the reaffirmation of their commitment to increase the numbers of blacks and other minorities in the nursing profession by introducing new legislation and vigorously supporting legislation that will increase recruitment, retention, and graduation of minority persons in baccalaureate and higher degree programs in nursing; and be it

Resolved, That the American Nurses' Association establish liaison relationships with various educational groups to facilitate the dissemination of information and provide support for recruitment of minority persons into baccalaureate programs in nursing; and be it

Resolved, That the American Nurses' Association support continued funding from multiple sources to assure institutionalization of programs in nursing education designed to increase minority representation in nursing, and exert its political power toward securing financial support for black and other minority institutions; and be it

Resolved, That the American Nurses' Association support the development of mechanisms for financial assistance for minority students in basic and graduate nursing education programs.

Adopted by the 1980 ANA House of Delegates

Appendix C

American Nurses' Association Ethnic/Racial Minority Fellowship Programs Advisory Committee

1. Chairperson: *M. Elizabeth Carnegie, D.P.A., R.N., F.A.A.N.*
Editor emeritus, Nursing Research
New York, New York 10019
2. Co-Chairperson: *Hazle E. Blakeney, Ed.D., R.N.*
Chairman, Dept. of Career Development
School of Nursing
University of Maryland
Baltimore, Maryland 21205
3. *Faye Gary-Harris, Ed.D., R.N., F.A.A.N.*
Professor
Psychiatric Mental Health Nursing
College of Nursing
University of Florida
Gainesville, Florida 32610
4. *Hector Gonzalez, Ph.D., R.N.*
Chairman and Professor
Department of Nursing Education
San Antonio College
San Antonio, Texas 78284
5. *Kem Louie, M.A., R.N.*
Student representative
Research Fellow
6. *Ruth Perez, M.A., R.N.*
Associate Director
Institute of Nursing
Metropolitan University College
Rio Piedras, Puerto Rico 00925
7. *Martha Primeaux, M.S.N., R.N., F.A.A.N.*
Assistant Dean/Director
Baccalaureate Programs
College of Nursing
University of Oklahoma
Oklahoma City, Oklahoma 73190
8. *Ethelrine Shaw, Ph.D., R.N., F.A.A.N.*
Associate Professor of Nursing
Ohio State University
Columbus, Ohio 43210
9. *Gloria Smith, Ph.D., R.N., F.A.A.N.*
Director
Michigan Department of Public Health
Lansing, Michigan 48909

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Agenda Item No. _

B.S.N. FACT SHEET

Total number of minority R.N.'s with B.S.N.'s as of
November 1980 = 37,599*
(or 31.5% of all minority R.N.'s)

Total number of B.S.N. programs accredited by NLN in the
United States in 1983-84 = 398.

Geographic Distribution of NLN
Accredited B.S.N. Programs:

East - 110	South - 113
West - 55	North - 35
Midwest - 85	

*Same

**83-84 NLN publication on Baccalaureate and Master's Programs